Data

2021 AUO Sustainability Report | 132

# 2.Environment



| Category | ltem                       | Item<br>Description   | Unit             | 2021       | 2020       | 2019       |
|----------|----------------------------|-----------------------|------------------|------------|------------|------------|
|          | Glass Substrate            |                       | Tons             | 91,769.86  | 91,994.92  | 91,465.65  |
|          | Glass Input Substrate Area |                       | Meter-<br>square | 67,994,388 | 68,637,000 | 65,748,838 |
|          | Liquid Crystal             | Nonrenewab <b>l</b> e | Tons             | 88.6       | 92         | 89         |
| į        | Process Thinner (Array/CF) | nonrenewable          | Tons             | 1,957      | 1,795      | 1,500      |
|          | Developer                  |                       | Tons             | 11,385     | 11,747     | 11,966     |
| Input    | Aluminum Etchant           |                       | Tons             | 8,251      | 8,516      | 8,882      |
|          |                            | Nonrenewable          | Tons             | 7,651      | 8,807      | 7,618      |
|          | Process Stripper (Array)   | Renewable             | Tons             | 50,107     | 55,340     | 58,914     |
|          |                            | Renewable ratio       | %                | 86.75      | 86.27      | 88.55      |
|          | Photoresist                | Nonrenewab <b>l</b> e | Tons             | 3,012      | 2,995      | 2954       |
|          | PFCs Usage                 | Nonrenewab <b>l</b> e | Tons             | 1,185.91   | 1,049.62   | 913.3      |

|  | GRI 301-0                                     | 3      |      | recycling rate | for three consec<br>established targ | utive years has |
|--|---|--------|------|----------------|--------------------------------------|-----------------|
|  | Category                                      | Item   | Unit | 2021           | 2020                                 | 2019            |
|  | Supplier                                      | Actual | %    | 93.6           | <b>2</b> 96                          | 92.6            |
|  | Packaging                                     | Target | 70   | 93             | 93                                   | 92              |
|  | Category                                      | Item   | Unit | 2021           | 2020                                 | 2019            |
|  | Category                                      | Item   | Onic | 2021           | 2020                                 | 2019            |
|  | Product<br>Packaging<br>Material<br>Recycling | volume | Sets | 206,412        | 314,101                              | 270,431         |
|  |   | Rate   | %    | 38.97          | 44.64                                | 37              |

Note: The packaging material recycling rate is calculated as the recycling quantity / shipping quantity of television panel packaging materials can be recycled by customers.



| Category | Item                                      | Item Description | Unit   | 2021          | 2020          | 2019          |
|----------|---|------------------|--|---------------|---------------|---------------|
|          | Total Energy Consumed                     | -                |  | 19,056,414.56 | 19,305,552.10 | 19,360,777.72 |
|          | Purchased Electricity                     | Nonrenewable     | GJ 18,264,773.14<br>668,187.88<br>26,717.99<br>76,490.01<br>774.01 | 18,264,773.14 | 18,557,654.86 | 18,637,259.09 |
|          | Natural Gas                               |                  |  | 668,187.88    | 644,922.15    | 621,292.42    |
| Input    | Lpg                                       |                  |  | 26,717.99     | 24,587.75     | 13,468.03     |
|          | Diesel                                    |                  |  | 76,490.01     | 58,249.22     | 68,614.04     |
|          | Gasoline                                  |                  |  | 774.01        | 952.52        | 863.49        |
|          | Self-Generated Electricity<br>Consumption | Renewable        |  | 19,471.54     | 19,185.60     | 19,280.65     |
| Output   | Self-Generation and Parallel<br>Sale      | Renewable        |  | 198,977.86    | 200,707.37    | 187,288.20    |

Note 3: The conversion coefficients of natural gas, liquefied petroleum gas, diesel and gasoline are referred to the calorific value data announced by the Bureau of Energy, Ministry of Economic Affairs

2021 AUO Sustainability Report | 133

Foreword Business Sustainable Environmental Inclusive Agile Data Operation Management Suatainability Growth Innovation Overview Appendix

# GRI 302-3

|                | ltem  | Unit          | 2021 | 2020 | 2019 |
|----------------|---|---------------|------|------|------|
|                | Electricity Consumption Per Input<br>Sheet Substrate Area | GJ/m²         | 0.27 | 0.27 | 0.29 |
| Energy Density | Energy Consumption Per Input Sheet<br>Substrate Area      | GJ/m²         | 0.28 | 0.28 | 0.29 |
|                | Electricity Consumption Per Unit<br>Revenue               | GJ/10,000 NTD | 0.50 | 0.69 | 0.70 |
|                | Energy Consumption Per Unit Revenue                       | GJ/10,000 NTD | 0.51 | 0.71 | 0.72 |



GRI 303-3

GRI 303-4

| Category                      | Item                              | Item               | Unit      | Quan      | tity of Water | Intake    | Water<br>Discharge   |
|-------------------------------|-----------------------------------|--------------------|-----------|-----------|---------------|-----------|--|
|                               |                                   | Description        |           | 2021      | 2020          | 2019      | 2021   |
|                               | Quantity of total<br>water intake | -                  |           | 24,991.78 | 26,460.38     | 27,955.25 | 17,280.86  |
|                               | Surface water                     | Fresh water        |           | 15.37     | 9.58          |           | 1,878.38   |
|                               | (including rain<br>water)         | Other water        |           | 0         | 0             |           | 0  |
|                               | C                                 | Fresh water        |           | 417.56    | 153.96        |           | 0  |
|                               | Ground Water                      | Other water        |           | 0         | 0             |           | 0  |
| All regions                   | Caalilatas                        | Fresh water        | Megaliter | 0         | 0             |           | 0  |
| 9                             | Sea water                         | Other water        | meganter  | 0         | 0             |           | <b>Discharge</b> 2021 17,280.86 1,878.38 0 0 0   |
|                               | Produced water                    | Fresh water        |           | 0         | 0             |           | 0  |
|                               | Produced water                    | Other water        |           | 0         | 0             |           | Discharge 2021 17,280.86 1,878.38 0 0 0 0 0 0 0 15,402.48 0 9,884.06 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 |
|                               |                                   | Fresh water        |           | 22,463.35 | 24,532.31     |           | 15,402.48  |
|                               | Third party water                 | Reclaimed<br>water |           | 2,095.50  | 1,764.53      |           | 0  |
|                               |                                   | Other water        |           | 0         | 0             |           | 15,402.48<br>0<br>0<br>9,884.06  |
|                               | Quantity of total<br>water intake | -                  |           | 13,165.71 | 14,799.55     | -         | 9,884.06   |
|                               | Surface water                     | Fresh water        |           | 0.59      | 0.16          |           | 0  |
|                               | (including rain<br>water)         | Other water        |           | 0         | 0             |           | 0  |
|                               | Ground Water                      | Fresh water        |           | 0         | 0             |           | 0  |
| Water Shortage Pressure Zones | Ground water                      | Other water        |           | 0         | 0             |           | 0  |
|                               | C                                 | Fresh water        | Megaliter | 0         | 0             |           | 0<br>0<br>0<br>15,402.48<br>0<br>0<br>9,884.06<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>9,884.06            |
| (Taichung and                 | Sea water                         | Other water        |           | 0         | 0             |           | 0  |
| Houli)                        | Produced water                    | Fresh water        |           | 0         | 0             |           | 0  |
|                               | Produced water                    | Other water        |           | 0         | 0             |           | 2021 17,280,86 1,878,38 0 0 0 0 0 0 0 15,402,48 0 9,884,06 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0           |
|                               |                                   | Fresh water        |           | 13,165.12 | 14,799.39     |           | 9,884.06   |
|                               | Third party water                 | Reclaimed<br>water |           | 0         | 0             |           | 0  |
|                               |                                   | Other water        |           | 0         | 0             |           | 0  |

# GRI 303-4

|                              | Item        | Unit      | 2021      | 2020      | 2019      |
|------------------------------|-------------|-----------|-----------|-----------|-----------|
|                              | Waste water | Megaliter | 17,280.86 | 18,624.45 | 20,508.57 |
| Water Pollutant<br>Discharge | COD         | Tons      | 547.25    | 527.95    | 583.05    |
|                              | BOD         | Tons      | 56.04     | 45.81     | 55.70     |
|                              | SS          | Tons      | 111.66    | 85.16     | 160.52    |

| ltem                         | Unit      | 2021   | 2020   | 2019   |
|------------------------------|-----------|--------|--------|--------|
| Process Water<br>Consumption | Megaliter | 137.57 | 158.46 | 145.41 |
| Process Water<br>Intensity   | %         | 94.47  | 93.81  | 92.29  |

# Discharge

GRI 305-6

GRI 305-07

| Category          | Item   | Unit                             | 2021   | 2020   | 2019   |
|-------------------|--|----------------------------------|--------|--------|--------|
|                   | Scope 1  | 10,000 tCO <sub>2</sub> e        | 7.92   | 10.22  | 9.86   |
| Greenhouse<br>Gas | Scope 2  | 10,000 tCO <sub>2</sub> e        | 284.12 | 290.93 | 304.59 |
|                   | Scope 3  | 10,000 tCO <sub>2</sub> e        | 128.61 | 147.18 | 1,522  |
|                   | Ozone Depleting<br>Substances (ODS)<br>Emissions | Metric tons CFC-11<br>equivalent | 0.068  | 0.05   | 0.11   |
|                   | Nitrogen oxides<br>(NOx)                         | Tons                             | 72.52  | 70.88  | 74.6   |
|                   | Sulfur oxides<br>(SOx)                           | Tons                             | 49.96  | 51.93  | 50.1   |
| Air Emissions     | Persistent<br>Organic<br>Pollutants (POPs)       | Tons                             | 0      | 0      | 0      |
|                   | Volatile Organic<br>Compounds<br>(VOCs)          | Tons                             | 168.46 | 142.28 | 131.5  |
|                   | Hazardous Air<br>Pollutants (HAPs)               | Tons                             | 0      | 0      | 0      |
|                   | Particulate Matter<br>(PM)                       | Tons                             | 0      | 0      | 0      |



|            |                        |      |                        | 2021                                 |                                | 2020                | 2019                   |
|------------|------------------------|------|------------------------|--------------------------------------|--------------------------------|---------------------|------------------------|
| Waste      | Item                   | Unit | Generation of<br>Waste | Disposal and<br>Transfer of<br>Waste | Direct<br>Disposal of<br>Waste | Generation of Waste | Generation<br>of Waste |
| Generation | Hazardous Waste        | Tons | 18,099.85              | 11,934.01                            | 6,165.84                       | 19,326.73           | 22,475.73              |
|            | Non-hazardous<br>Waste | Tons | 64,554.67              | 56,557.25                            | 7,997.42                       | 62,184.21           | 67,080.28              |

GRI 306-04

GRI 306-05

| G.11.                      |                    | the second                                | 1114  |         | 0 6,165.84 6,165.84<br>0 0 0 |           |  |  |
|----------------------------|--------------------|---|-------|---------|------------------------------|-----------|--|--|
| Cate                       | gory               | Item                                      | Unit  | On-site | Off-site                     | Total     |  |  |
|                            |                    | Total                                     |       | 0       | 6,165.84                     | 6,165.84  |  |  |
|                            |                    | Incineration (Including energy recycling) |       | 0       | 0                            | 6,165.84  |  |  |
| Hazardous<br>Waste         | Direct<br>Disposal | Incineration (Excluding energy recycling) |       | 0       | 3,267.88                     |           |  |  |
|                            |                    | Landfill                                  |       | 0       | 469.92                       | 469.92    |  |  |
|                            |                    | Other Disposal<br>Operations              |       | 0       | 2,428.04                     | 2,428.04  |  |  |
|                            |                    | Total                                     |       | 0       | 11,934.01                    | 11,934.01 |  |  |
| Hazardous<br>Waste         | Demoded            | Reuse Preparation                         |       | 0       | 5,131.98                     | 5,131.98  |  |  |
|                            | Recycled           | Recycling                                 |       | 0       | 6,802.03                     | 6,802.03  |  |  |
|                            |                    | Other Recycling<br>Operations             | Tons  | 0       | 0                            | 0         |  |  |
|                            |                    | Total                                     | 10113 | 0       | 7,997.42                     | 7,997.42  |  |  |
|                            |                    | Incineration (including energy recycling) |       | 0       | 0                            | 0         |  |  |
| Non-<br>hazardous<br>Waste | Direct<br>Disposal | Incineration (excluding energy recycling) |       | 0       | 4,764.82                     | 4,764.82  |  |  |
| ···ascs                    |                    | Landfill                                  |       | 0       | 3,040.97                     | 3,040.97  |  |  |
|                            |                    | Other Disposal<br>Operations              |       | 0       | 191.63                       | 191.63    |  |  |
|                            |                    | Total                                     |       | 0       | 56,557.25                    | 56,557.25 |  |  |
| Non-                       | De male d          | Reuse Preparation                         |       | 0       | 0                            | 0         |  |  |
| Hazardous<br>Waste         | Recycled           | Recycling                                 |       | 0       | 56,557.25                    | 56,557.25 |  |  |
|                            |                    | Other Recycling<br>Operations             |       | 0       | 0                            | 0         |  |  |

Note: Including chemical and overseas disposal methods

# Environmental Accounting

AUO pushed the environmental accounting system since 2009. The global roll-out of the system was completed in 2012. Environmental accounting has gradually become relevant necessary information for environmental management. 2021 environmental protection expenditures totaled approximately TWD 1.983 billion.

| Eve                | enditure                                       |              | 20                     | 021                     | 20                     | )20                     | 2019                   |                         |
|--------------------|--|--------------|------------------------|-------------------------|------------------------|-------------------------|------------------------|-------------------------|
|                    | tegories                                       | Unit         | Current<br>Expenditure | Capital<br>Expenditures | Current<br>Expenditure | Capital<br>Expenditures | Current<br>Expenditure | Capital<br>Expenditures |
|                    | Pollution<br>Control Costs                     |              | 629,756                | 282,714                 | 471,622                | 40,976                  | 627,656                | 19,215                  |
| Operating<br>Costs | Global<br>Environmental<br>Protection<br>Costs |              | 29,192                 | 3,486                   | 37,176                 | 1,995                   | 50,794                 | 2,016                   |
|                    | Resource<br>Sustainability<br>Usage Costs      |              | 591,935                | 0                       | 483,034                | 9,870                   | 740,693                | 7,770                   |
| Downst             | ream and<br>ream Related<br>Costs              |              | 209,635                | 0                       | 188,464                | 0                       | 207,283                | 0                       |
| Manag              | ement Costs                                    |              | 52,743                 | 0                       | 44,270                 | 0                       | 59,744                 | 0                       |
| R8                 | D Costs  | 1,000<br>NTD | 3,696                  | 0                       | 13,270                 | 0                       | 19,187                 | 0                       |
| Social A           | Activity Costs                                 |              | 3,197                  | 0                       | 3,996                  | 0                       | 4,880                  | 0                       |
| Loss and           | Remedy Costs                                   |              | 0                      | 0                       | 0                      | 0                       | 0                      | 0                       |
| Other E            | nvironmental<br>ction Costs                    |              | 177,089                | 0                       | 201,015                | 0                       | 227,870                | 0                       |
| Si                 | ubtotal  |              | 1,697,243              | 286,200                 | 1,442,847              | 52,841                  | 1,938,107              | 29,001                  |
| Tot                | al Costs                                       |              | 1,98.                  | 3,443                   | 1,49                   | 5,688                   | 1,96                   | 7,108                   |

# 3.Social

### Corresponding Chapter: 4.1.1 Workforce Structure

### Basic Definition Description

AUO Manufacturing Sites and Offices in each region are defined as follows, which are applicable to various labor distribution statistics.

| Taiwan   | Mainland China                | Other Asian Regions           | Europe                                      | Americas      |
|--|-------------------------------|-------------------------------|---|---------------|
| Taipei, Huaya, Longke,<br>Longtan, Hsinchu,<br>Taichung, Houli, Tainan,<br>and Kaohsiung | Kunshan, Suzhou<br>and Xiamen | Japan, Korea and<br>Singapore | Slovakia, the<br>Netherlands and<br>Germany | United States |

# Number of Employees by Hiring Type

# GRI 102-7 GRI 102-8

| Gender            | Nature of<br>Employment | Taiwan | Mainland<br>China | Other Asian<br>Regions | Europe | Americas | Total  |
|-------------------|-------------------------|--------|-------------------|------------------------|--------|----------|--------|
|                   | General Employees       | 6,305  | 3,770             | 81                     | 54     | 7        | 10,217 |
|                   | Contract Employees      | 649    | 490               | 100                    | 0      | 0        | 1,239  |
| Female            | Temporary<br>Employees  | 7      | 485               | 0                      | 0      | 0        | 492    |
|                   | Part-Time/Interns       | 0      | 1,009             | 0                      | 0      | 0        | 1,009  |
|                   | Total                   | 6,961  | 5,754             | 181                    | 54     | 7        | 12,957 |
|                   | General Employees       | 11,762 | 7,090             | 235                    | 54     | 22       | 19,163 |
|                   | Contract Employees      | 1,358  | 1,424             | 237                    | 0      | 0        | 3,019  |
| Male              | Temporary<br>Employees  | 19     | 2,061             | 0                      | 0      | 0        | 2,080  |
|                   | Part-Time/Interns       | 0      | 2,261             | 0                      | 0      | 0        | 2,261  |
|                   | Total                   | 13,139 | 12,836            | 472                    | 54     | 22       | 26,523 |
|                   | General Employees       | 18,067 | 10,860            | 316                    | 108    | 29       | 29,380 |
|                   | Contract Employees      | 2,007  | 1,914             | 337                    | 0      | 0        | 4,258  |
| Gender<br>Neutral | Temporary<br>Employees  | 26     | 2,546             | 0                      | 0      | 0        | 2,572  |
|                   | Part-Time/Interns       | 0      | 3,270             | 0                      | 0      | 0        | 3,270  |
|                   | Total                   | 20,100 | 18,590            | 653                    | 108    | 29       | 39,480 |

# 2021 Global Employee Distribution



# **2021 Number of Employees by Category**

### **GRI 405-01**

| Catego               | ry                 |                   | Item                           | Male  | Female | Under<br>29 | 30~49                       | Over 50 | Physical<br>and Mental<br>Disabilities |   |       |       |
|----------------------|--------------------|-------------------|--------------------------------|-------|--------|-------------|-----------------------------|---------|--|---|-------|-------|
| Overall Emp          | loyees             | Overa             | all Employees (%)              | 67.18 | 32.82  | 32.36       | 63.56                       | 4.08    |  |   |       |       |
|                      |                    | Direct<br>Labor   | Management (%)                 | 50.20 | 49.80  | 1.17        | 90.22                       | 8.61    |  |   |       |       |
|                      | I evel             | Indirect<br>Labor | Senior Level<br>Management (%) | 71.72 | 28.28  | 0.67        | 87.10                       | 12.24   |  |   |       |       |
| Management<br>(Note) | Level              |                   |                                |       |        |             | Mid-level<br>Management (%) | 87.12   | 12.88                                  | 0 | 59.51 | 40.49 |
|                      |                    |                   | Junior Level<br>Management (%) | 90.74 | 9.26   | 0           | 33.33                       | 66.67   | (in Taiwan)                            |   |       |       |
|                      | Overall            | Ма                | Management (%)                 |       | 27.35  | 0.63        | 85.16                       | 14.21   |  |   |       |       |
|                      |                    | Inc               | Indirect Labor (%)             |       | 25.06  | 14.97       | 77.84                       | 7.19    |  |   |       |       |
| Employee Str         | Employee Structure |                   | rect Labor (%)                 | 64.13 | 35.87  | 39.21       | 57.94                       | 2.85    |  |   |       |       |

### Note:

The Senior Level Management: Management of two levels lower than the CEO and COO

The Mid-Level Management: Management of three to four levels lower than the CEO and COO

The Junior Level Management: Management of directly leading personnel, managing non-management employees Direct Labor Management: Team leader and Foreman

# Percentage of Local Hiring for Management Positions in 2021

# GRI 202-2

| Item                    | Taiwan | Mainland China | Other Asian Regions | Europe | Americas |
|-------------------------|--------|----------------|---------------------|--------|----------|
| Direct Labor Management | 100    | 100            | 100                 | 100    | 100      |
| Junior Level Management | 100    | 83.14          | 95.97               | 95.65  | 100      |
| Mid-level Management    | 100    | 28.57          | 75                  | 100    | 100      |
| Senior Level Management | 97.92  | 0              | 0                   | N,     | /A       |
| All Management          | 99.97  | 80.03          | 94.81               | 95.83  | 100      |

# Number of New Employees in 2021

## **GRI 401-1**

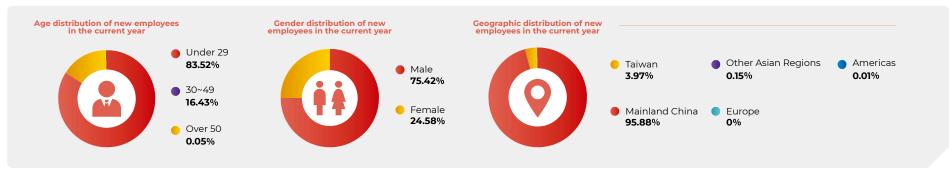
| Gender | Age      | Taiwan | Mainland<br>China |    |   | Americas | Total  |
|--------|----------|--------|-------------------|----|---|----------|--------|
|        | Under 29 | 271    | 10,657            | 10 | 1 | 1        | 10,940 |
| Female | 30~49    | 329    | 1,813             | 12 | 0 | 2        | 2,156  |
| remale | Over 50  | 1      | 0                 | 0  | 0 | 0        | 1      |
|        | Total    | 601    | 12,470            | 22 | 1 | 3        | 13,097 |
|        | Under 29 | 761    | 32,772            | 31 | 0 | 0        | 33,564 |
| Male   | 30~49    | 731    | 5,844             | 25 | 0 | 1        | 6,601  |
| мае    | Over 50  | 20     | 2                 | 1  | 0 | 1        | 24     |
|        | Total    | 1,512  | 38,618            | 57 | 0 | 2        | 40,189 |
| Total  |          | 2,113  | 51,088            | 79 | 1 | 5        | 53,286 |

# New Employee Ratio in 2021

### **GRI 401-1**

| Gender | Age                  | Taiwan | Mainland<br>China | Other Asian<br>Regions | Europe | Americas | Total  |
|--------|----------------------|--------|-------------------|------------------------|--------|----------|--------|
|        | Regardless<br>of Age | 2.99   | 67.08             | 3.37                   | 3.45   | 2.78     | 33.17  |
| Female | Under 29             | 1.35   | 57.33             | 1.53                   | 3.45   | 0.93     | 27.71  |
| remaie | 30~49                | 1.64   | 9.75              | 1.84                   | 0      | 1.85     | 5.46   |
|        | Over 50              | 0      | 0                 | 0                      | 0      | 0        | 0      |
|        | Regardless<br>of Age | 7.52   | 207.74            | 8.73                   | 0      | 1.85     | 101.80 |
| Male   | Under 29             | 3.79   | 176.29            | 4.75                   | 0      | 0        | 85.02  |
| Maic   | 30~49                | 3.64   | 31.94             | 3.83                   | 0      | 0.93     | 16.72  |
|        | Over 50              | 0.10   | 0.01              | 0.15                   | 0      | 0.93     | 0.06   |
| Total  |                      | 10.51  | 274.81            | 12.10                  | 3.45   | 4.63     | 134.97 |

New Employee Ratio is calculated as: Local number of new employees of this age and gender / Total number of local employees of the year



# **Number of Resignations in 2021**

# GRI 401-1

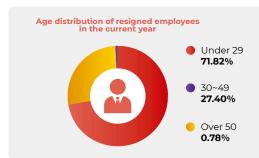
| Gender  | Age      | Taiwan | Mainland<br>China | Other Asian<br>Regions | Europe | Americas | Total |
|---------|----------|--------|-------------------|------------------------|--------|----------|-------|
|         | Under 29 | 79     | 1,671             | 26                     | 0      | 1        | 1,777 |
| Famaala | 30~49    | 226    | 501               | 36                     | 1      | 1        | 765   |
| Female  | Over 50  | 18     | 0                 | 2                      | 0      | 1        | 21    |
|         | Total    | 323    | 2,172             | 64                     | 1      | 3        | 2,563 |
|         | Under 29 | 215    | 4,422             | 52                     | 1      | 0        | 4,690 |
| Male    | 30~49    | 573    | 1,037             | 89                     | 2      | 1        | 1,702 |
| Маје    | Over 50  | 34     | 1                 | 14                     | 0      | 0        | 49    |
|         | Total    | 822    | 5,460             | 155                    | 3      | 1        | 6,441 |
| То      | tal      | 1,145  | 7,632             | 219                    | 4      | 4        | 9,004 |

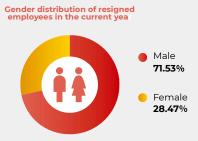
# **Turnover Rate in 2021**

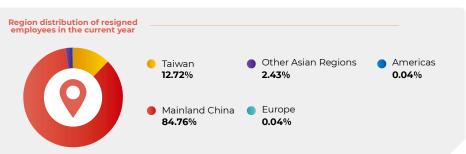
### **GRI 401-1**

| Gender | Age                  | Taiwan | Mainland<br>China | Other Asian<br>Regions | Europe | Americas | Total |
|--------|----------------------|--------|-------------------|------------------------|--------|----------|-------|
|        | Regardless of<br>Age | 1.61   | 11.68             | 9.8                    | 3.45   | 2.78     | 6.49  |
| Female | Under 29             | 0.39   | 8.99              | 3.98                   | 0      | 0.93     | 4.50  |
| remale | 30~49                | 1.12   | 2.69              | 5.51                   | 3.45   | 0.93     | 1.94  |
|        | Over 50              | 0.09   | 0                 | 0.31                   | 0      | 0.93     | 0.05  |
|        | Regardless of<br>Age | 4.09   | 29.37             | 23.74                  | 10.34  | 0.93     | 16.31 |
| Male   | Under 29             | 1.07   | 23.79             | 7.96                   | 3.45   | 0        | 11.88 |
| Male   | 30~49                | 2.85   | 5.58              | 13.63                  | 6.90   | 0.93     | 4.31  |
|        | Over 50              | 0.17   | 0.01              | 2.14                   | 0      | 0        | 0.12  |
| To     | otal                 | 5.70   | 41.05             | 33.54                  | 13.79  | 3.70     | 22.81 |

Turnover Rate Calculation Method: Local number of resigned employees of this age and gender / Total number of local employees of the year







Corresponding Chapter: 4.1.3 Remuneration and Benefits

# Salary of Full-time Non-management Employees

| ltem  | Unit      | 2021       | 2020       | 2019       |
|---|-----------|------------|------------|------------|
| Number of Full-Time Non-Management<br>Employees         | Person    | 19,811     | 20,432     | 21,955     |
| Total Salary of Full-Time Non-Management<br>Employees   |           | 29,226,072 | 19,854,479 | 20,038,867 |
| Average Salary of Full-Time Non-Management<br>Employees | 1,000 NTD | 1,475      | 972        | 913        |
| Median Salary of Full-Time Non-Management<br>Employees  |           | 972        | 783        | 730        |

# **2021 Standard-to-local-minimum Salary Ratio**

# GRI 202-01

|          | Standard-to-local-minimum salary ratio for<br>entry-level male personnel | Standard-to-local-minimum salary ratio for<br>entry-level female personnel |
|----------|--|--|
| Taiwan   | 1.38   | 1.37   |
| Suzhou   | 1.51   | 1.58   |
| Kunshan  | 1.60   | 1.60   |
| Xiamen   | 1.75   | 1.78   |
| Slovakia | 1.75   | 1.35   |

# 2021 Ratio of Basic Salary and Remuneration by Gender

**GRI 405-02** 

| Ite            | em                         | Taiwan | aiwan Shenzhen Suzhou Kunshan |      | Kunshan | Xiamen                     | Japan   | Korea                        | Singapore | Slovakia | Germany | The<br>Netherlands | United<br>States |
|----------------|----------------------------|--------|-------------------------------|------|---------|----------------------------|---------|------------------------------|-----------|----------|---------|--------------------|------------------|
| Direct Labor   | Management                 | 0.99   | No Direct Labor               | 1.01 | 1       | 1.02                       | No Dire | ct Labor                     | 0.95      | 0.85     |         | No Direct Labor    |                  |
| Direct Labor   | Non-managemen              | 0.98   | No Direct Labor               | 1.05 | 1.05    | 1.01                       | NO DITE | Ct Labor                     | 0.86      | 0.81     | '       |                    |                  |
|                | Junior Level<br>Management | 0.95   | 0.86                          | 1.03 | 0.94    | 1                          | 0.70    | 1.04                         | 1.03      | 1.07     | 0       | 0                  | 0.77             |
|                | Mid Level<br>Management    | 1.02   | No Mid and Senior Level       | 0.99 | 0.74    | 0.97                       |         | No Mid Level<br>Management 0 |           | 0        | No M    | lid and Senior I   | Level            |
| Indirect Labor | Senior Level<br>Management | 1.17   | Management                    | 0.99 |         | No Senior Level Management |         |                              |           |          |         | Management         |                  |
|                | Non-management             | 0.89   | 0.96                          | 1.04 | 0.99    | 1.03                       | 0.88    | 1.43                         | 0.92      | 0.73     | 0.84    | 0                  | 0.84             |

Note 1: Taking male as the baseline, the proportion of male and female gender in the work attribute, field, and seniority is different, so the salary ratio will be slightly different Note 2: 0 means there are no local female employees and management

# **Retirement Provision**

| Ite                            | em                              | Taiwan                                  | Suzhou | Kunshan             | Xiamen | Japan                            | Korea    | Singapore                     | Slovakia   | Germany                       | The Netherlands           | United States |
|--------------------------------|---------------------------------|---|--------|---------------------|--------|----------------------------------|----------|-------------------------------|------------|-------------------------------|---------------------------|---------------|
|                                | Employer %                      | Old System: 2                           | 16     | 16                  | 14     | 9.15                             | 4.5      | 7.5~17                        | 14         | 9.3                           | 2.9~17.9                  | 5             |
| Ratio of Salary<br>Counted for | Employer %                      | New System: 6                           | 16     | Ю                   | 14     | 9.15                             | 4.5      | 7.5~17                        | 14         | 5.5                           | 2.9~17.9                  | 5             |
| by Pension<br>Appropriation    | Employee %                      | Old System: 0                           | 8      | 8                   | 8      | 9.15                             | 4.5      | 5~20                          | 4          | 9.3                           | 1.5~8.9                   | 19,500        |
|                                | Employee %                      | New System: 0~6                         | 0      | 0                   | 0      | 5.15                             | 1.3      | 3 20                          | 7          | 5.5                           | 1.5 0.5                   | USD           |
| Donoio                         | on Plan                         | Old System: Company<br>Pension Account  | Endown | owment Life Insuran |        | Employee<br>Pension Insurance    | National | CPF Central<br>Provident Fund | Retirement | Gesetzliche<br>Rentenversiche | Centraal<br>Bcheer        | Social        |
| Pensio                         | on Plan                         | New System: Personal<br>Pension Account | (Em    | oloyee Acco         | ount)  | (Government's<br>Labor Insurance | Pension  | (Note)                        | Insurance  | rung(GRV)                     | Algemeen<br>Pensioenfonds | security      |
| Participation                  | Employee<br>in Retirement<br>an | 100%                                    | 100%   | 100%                | 100%   | 100%                             | 100%     | 100%                          | 100%       | 100%                          | 100%                      | 100%          |

Note 1: The information for Singapore and Slovakia comes from the Department of Investment Services, Ministry of Economic Affairs; the data for Singapore and Slovakia are year and month data; Suzhou includes Shenzhen data Note 2: Central Provident Fund (CPF) is a central provident fund scheme unique to Singapore. Contributions to the Central Provident Fund go to three separate accounts at pre-determined proportions: "ordinary account, special account and medical saving account".

# Parental Leave

Corresponding Chapter: 4.1.4 Happy Workplace

### **GRI 401-2**

| Item   | Male | Female |
|--|------|--------|
| Number of Employees Eligible for Parental Leave  | 849  | 470    |
| Total Number of Employees Actually Using Parental Leave  | 68   | 114    |
| The Number of Employees Expected Returning to Job after Parental Leave During The Year                 | 52   | 103    |
| The Total Number of Employees Actually Returning to Job<br>After Parental Leave                        | 44   | 88     |
| The Total Number of Employees Returning to Job and Still on The Job for 12 Months after Parental Leave | 29   | 63     |
| Reinstatement Rate After Parental Care Leave   | 85%  | 85%    |
| Retention Rate After Parental Care Leave   | 74%  | 78%    |

Note 1: The calculation method of Re-instatement Rate: Actual number of re-instatements during the year / Number of people expected to be re-instated during the year \*100%

Note 2: The calculation method of Retention Rate: Number of employees re-instated and continued to work for 1 year in the previous year/Actual number of employees re-instated in the previous year \*100%

### **Internal Communication Cases in 2021**

| Item                                   | Taiwan | Mainland<br>China | Singapore | Slovakia | Settled Cases |
|--|--------|-------------------|-----------|----------|---------------|
| Internal Communication<br>Mailbox      | 123    | 2,705             | 0         | 1        | 2,829         |
| President's Mailbox                    | 8      | 16                | 0         | 0        | 24            |
| Sexual Harassment Grievance<br>Mailbox | 3      | 0                 | 0         | 0        | 3             |
| Please Help Me Hotline                 | 3,437  | 0                 | 0         | 0        | 3,437         |

# Labor Union in 2021

### GRI 102-41

| Region          | Number of Participants (person)   | Ratio of Participation (%) |  |  |  |  |
|-----------------|---|----------------------------|--|--|--|--|
| Taiwan          | Union has not yet organized   |                            |  |  |  |  |
| Suzhou (Note)   | 5,458   | 100                        |  |  |  |  |
| Xiamen          | 4,678   | 34                         |  |  |  |  |
| Kunshan         | Union has not   | yet organized              |  |  |  |  |
| Singapore       | In order to protect labor rights and interests, the Singapore Labor Unic<br>will not provide the number of memberships to employers |                            |  |  |  |  |
| Slovakia        |   |                            |  |  |  |  |
| Japan           |   |                            |  |  |  |  |
| Korea           | Union has not   | vet erganized              |  |  |  |  |
| The Netherlands | Union has not yet organized   |                            |  |  |  |  |
| Germany         |   |                            |  |  |  |  |
| Americas        |   |                            |  |  |  |  |

Note: Shenzhen employee information is included in the statistics of Suzhou

# **2021 Average Hours of Training**

0

**Corresponding Chapter: 4.2 Talent Development** 

### GRI 404-1

| Re                     | egion              | DL  | IDL  | Non-management | Management |
|------------------------|--------------------|-----|------|----------------|------------|
| Taiwan                 | Taiwan             | 0.7 | 45   | 18.2           | 25.7       |
|                        | Suzhou             | 3.9 | 36.3 | 8.1            | 7.3        |
| Mainland<br>China      | Kunshan            | 9.2 | 60.2 | 22.8           | 16.6       |
|                        | Xiamen             | 1.4 | 56.7 | 7.6            | 1.6        |
|                        | Japan              | N/A | 3.2  | 3.1            | 3.7        |
| Other Asian<br>Regions | Korea              | N/A | 3.4  | 3.3            | 3.7        |
|                        | Singapore          | 1.3 | 23   | 12.6           | 5.1        |
|                        | Slovakia           | 0.1 | 0.6  | 0.3            | 0          |
| Europe                 | Germany            | N/A | 2.0  | 2.0            | 1.5        |
|                        | The<br>Netherlands | N/A | 5.0  | 5.0            | 0          |
| Americas               | United States      | N/A | 2.0  | 2.1            | 1.6        |
| G                      | lobal              | 2.2 | 44.6 | 13.9           | 20.4       |

Note 1: AUO follows the principle of non-discrimination in organizing employee education and training, and there is no difference in training due to gender, so no hourly statistics are conducted for gender

Note 2: Japan, South Korea, Germany, the Netherlands, and the United States are customer service locations and have no Direct Labor, so the calculation of direct employee hours is not applicable

Business Sustainable Environmental Inclusive Agile Data Foreword Appendix 2021 AUO Sustainability Report | 140 Operation Management Suatainability Growth Innovation Overview

# Corresponding Chapter: 4.3 Human Rights Protection

# **Human Rights Related Disputes in 2021**

| GRI 406-1 GRI 407-1  | GRI 4  | 408-1             | GRI 411-1 |          |                    |
|--|--------|-------------------|-----------|----------|--------------------|
|  | Taiwan | Mainland<br>China | Singapore | Slovakia | Regional<br>Office |
| Number of Discrimination Cases                                 | 0      | 0                 | 0         | 0        | 0                  |
| Incidents Involving the Rights of<br>Aborigines                | 0      | 0                 | 0         | 0        | 0                  |
| Incidents Involving Forced Labor                               | 0      | 0                 | 0         | 0        | 0                  |
| Incidents Involving Child Labor                                | 0      | 0                 | 0         | 0        | 0                  |
| Hampering Freedom of Association<br>(Labor Union) Organization | 0      | 0                 | 0         | 0        | 0                  |

Note: Disputes include cases of Discrimination, Aboriginal Rights, Forced Labor, Child Labor, Hampering Freedom of Association

# **Employee Training on Human Rights**

GRI 412-2

| Region    | Total number of hours (hr) | Percentage (%) |
|-----------|----------------------------|----------------|
| Taiwan    | 4,683                      | 99             |
| Suzhou    | 485.60                     | 99.70          |
| Kunshan   | 99.87                      | 100            |
| Xiamen    | 1,965.48                   | 100            |
| Singapore | 52.50                      | 100            |
| Slovakia  | 0                          | 0              |

Corresponding Chapter: 4.4 Health and Safety



# 2021 Work-related Injuries

GRI 403-9

### **Explanation**

The total working hour calculation is different in response to the labor conditions of each location and the calculation required by the competent authority. The calculation principles for each location are as follows.

- Taiwan: (1) Direct Labor = Working days of the month (excluding Company holidays) × 8 hours/day × Total number of indirect labor/month + (2) Indirect labor = 15 days/month × 10 hours/day × Total number of indirect labor/month (use 14 days for February)
- Mainland China: According to the Company's vacation attendance system
- Singapore: (Direct Labor x 10 hrs x 15 days) + (Indirect Labor x 8.75 hrs x Working days per month)
- Slovakia: (Direct Labor x11 hrs x Working days per month + Indirect Labor x 8 hrs x Working days per month)

| Employees                                  | All        | Male       | Female     | Taiwan Factory | Xiamen Factory | Suzhou Factory | Kunshan Factory | Singapore Factory | Slovakia Factory |
|--|------------|------------|------------|----------------|----------------|----------------|-----------------|-------------------|------------------|
| Number of Occupational Injury Deaths       | 1.00       | 1.00       | 0          | 0              | 0              | 0              | 1.00            | 0                 | 0                |
| Ratio of Occupational Injury Deaths        | 0.01       | 0.02       | 0          | 0              | 0              | 0              | 0.24            | 0                 | 0                |
| Number of Serious Occupational Injuries    | 0          | 0          | 0          | О              | 0              | 0              | 0               | 0                 | 0                |
| Ratio of Serious Occupational Injuries     | 0          | 0          | 0          | 0              | 0              | 0              | 0               | 0                 | 0                |
| Number of Recordable Occupational Injuries | 17.00      | 11.00      | 6.00       | 11.00          | 1.00           | 2.00           | 3.00            | 0                 | 0                |
| Recordable Lost-Time Injury Frequency Rate | 0.20       | 0.19       | 0.24       | 1.38           | 0.05           | 0.09           | 0.73            | 0                 | 0                |
| Working Hours                              | 84,610,090 | 59,227,063 | 25,383,027 | 38,030,992     | 19,208,362     | 21,814,250     | 4,112,120       | 1,264,030         | 180,336          |

| Contractor                                 | All        | Male       | Female    | Taiwan Factory | Mainland China Factory | Singapore Factory | Slovakia Factory |
|--|------------|------------|-----------|----------------|------------------------|-------------------|------------------|
| Number of Occupational Injury Deaths       | 0          | 0          | 0         | 0              | 0                      | 0                 | 0                |
| Ratio of Occupational Injury Deaths        | 0          | 0          | 0         | 0              | 0                      | 0                 | 0                |
| Number of Serious Occupational Injuries    | 0          | 0          | 0         | 0              | 0                      | 0                 | 0                |
| Ratio of Serious Occupational Injuries     | 0          | 0          | 0         | 0              | 0                      | 0                 | 0                |
| Number of Recordable Occupational Injuries | 3          | 3          | 0         | 2              | 1                      | 0                 | 0                |
| Recordable Lost-Time Injury Frequency Rate | 0.18       | 0.21       | 0         | 0.36           | 0.09                   | 0                 | 0                |
| Working Hours                              | 17,136,783 | 14,566,265 | 2,570,518 | 5,562,293      | 11,369,101             | 200,235           | 5,154            |

Note 1: Occupational injury refers to the disease, injury, disability or death of workers caused by buildings, machinery, equipment, raw materials, materials, chemicals, gases, steam, dust, etc. in the workplace, or work activities and other occupational causes. Excluding traffic injuries

# 2021 Work-related ill health

### GRI 403-10

| Employees                                     | All | Male | Female |
|---|-----|------|--------|
| Number of Recordable Occupational<br>Diseases | 0   | 0    | 0      |
| Number of Occupational Disease Deaths         | 0   | 0    | 0      |
| Ratio of Occupational Disease Deaths          | 0   | 0    | 0      |
| Main Types of Occupational Diseases           | 0   | 0    | 0      |

| Other Workers (Contractor)                    | All | Male | Female |
|---|-----|------|--------|
| Number of Recordable Occupational<br>Diseases | 0   | 0    | 0      |
| Number of Occupational Disease Deaths         | 0   | 0    | 0      |
| Ratio of Occupational Disease Deaths          | 0   | 0    | 0      |
| Main Types of Occupational Diseases           | 0   | 0    | 0      |

Note: Occupational disease refers to the disease, injury, disability or death of workers caused by buildings, machinery, equipment, raw materials, materials, chemicals, gases, steam, dust, etc. in the workplace, or work activities and other occupational causes. Excluding traffic injuries.

Note 2: Ratio of occupational injury deaths calculation method is number of occupational injury deaths \*1,000,000 / Working hours that is the ratio of occupational injury deaths of every 1,000,000 working hours

Note 3: Serious occupational injury refers to occupational injury with disability for more than 180 days

Note 4: The number of recordable occupational injuries refers to the number of occupational injuries legally reported to the occupational safety and health administration